

ANSWERING FRICK.

### ANSWERING FRICK.

A Statement From the Advisory Board  
the Homestead Workmen—Statement  
the Carnegie Company Denied.

following statement issued by the advisory committee of the workmen explaining the position of the men:

**Homestead Employees' Answer to the Carnegie Company:**

The differences existing between the Carnegie company and their employees at Homestead have drawn from H. C. Frick a statement of the points in dispute which makes necessary

It is asserted that the employees combine with others of their trade forming the Amalgamated association, with absolute control over the Homestead works. This charge can only be supported to the satisfaction of those who deny the right of the employees to enter objection to any conditions offered by the employers. The workmen at Homestead or any other of the hundreds of mills organized into the Amalgamated

The workmen are now, as they always have been, prepared to meet the representatives of the company and discuss the provisions contained in the scale submitted by them. If the conferences already held have failed to bring

The scale under which the men at Homestead were working was arranged in July of 1892. The rate of wages was fixed according to the selling price of 4½ Bessemer steel billets, the wages advancing and declining with the selling price of the articles, but it was provided the minimum should be \$25. Complaint is made that no minimum should have been insisted upon. It is the experience of the iron and

steel workers that some prevention is necessary to protect themselves from being reduced to an extremely low rate of pay by the acceptance by manufacturers of scales below current rates; as the workmen do not sell the product, there must be a point where a reduction in wages by reason of low figure scales shall cease. It is alleged that labor organizations are injurious alike to the toilers and those by whom they are employed, in substantiation of which it is cited by the firm that there is no organization

It may be said that the satisfaction of which Mr. Frick speaks as existing at the above works is forced rather than voluntary, as may be proved by the many efforts of the men in these mills to organize themselves in secrecy. Knowledge of such intentions coming to the

care of the company would be and was followed by discharges. The wages enjoyed by the men at Braddock and Duquesne are the direct result of the rate of compensation sustained by the organized iron and steel workers. While they are not organized in these mills the rate of pay for the class of work done by them fixed by their organized fellow tradesmen determines the pay that commands their services.

It is the custom of the employers of non-union men in the iron and steel trade, to pay the rate

provided the Amalgamated scale in order to secure the services of men of that trade. It is found, however, to be invariably the case that with these employers, while they pay the rates provided by the Amalgamated association, the men are required to accept conditions which are tantamount to a reduced rate, although not appearing on the face. We have reason to believe that the non-union plants of Bradstock and Deane can be proved to be no exception to this rule. The introduction of machinery—

which reference is made by the company has displaced men that were necessary before the introduction of such machinery, and in this manner repays the cost of the investment. The output of a mill is always considered when arranging scales and if increase of output without increase of labor is brought about by improvement there is every opportunity offered for the workmen to arrive through conference at an equitable rate; but when the employer refuses to engage in discussion with the employees

An attempt is made to lead the public in the belief that the number of men affected by the reduction is few. Here again it becomes necessary to impress on the public mind the fact there are three distinct propositions contained in the dispute, namely: A reduction in the minimum, another reduction in the proportionate rate of pay (thus making a double reduction) and that scale terminate December

On 1993, instead of June 23, 1994. It must be understood that while all of these propositions do not affect the whole of the licemental workmen, few of the 3,800 employees of that place escape without being affected by one or more of its provisions. What does not affect the one, does affect the other, and it might be said that instead of the company's proposal altering the condition of employment of 25, the change is general and the whole are involved. It is

stated by the company with much force that it is not their desire to reduce their workmen below others. The cost of production to the Carnegie company at Homestead is decidedly in favor of the company as compared with mills of that character. It can now be shown that they cannot establish a complaint in that direction.

In arranging scales of wages to govern iron and steel workers, there are innumerable things which must receive attention if justice must

prevail. The intricacies referred to are such as to render illicite erroneous views to be drawn by those not familiar with the trade from their discussion in the public press. There can be no legitimate reason why the Carnegie company should deny to their Homestead workmen a conference where the things of which they complain could be analyzed and if found unjust, made right. The new trade in further prepossession than this for the simple reason that none fairer is possible. If argument and honest

passing was substituted for the reserve and coldness of manner as seen in the company's attitude there can be reason to expect an end of this state of affairs. Does it not seem strange that the Carnegie company looks with distrust upon the organization of its Homestead employees, while at several of its large mills they have for several years encouraged the organization of the men, and at this moment are getting along satisfactorily together?

questioned as less intelligent, or less entitled to these rights, which are the principles of organized labor, and which are inseparable from their citizenship. There are none who regret the lamentable occurrences of the past few days more than those whom the Carnegie company charges with having been instrumental in bringing them about. We are willing to allow the public to judge after the evidence is all in whether these charges are true. We find that the erroneous statements given out relative to

your conduct will be removed by impartial investigation in due time. Until then we prefer to forget our recent sad experience.

**Sioux City-Street Car Men.**

SIoux City, Ia., July 12.—At a meeting of the street-car employees it was decided to ask for an advance from the to 17c per hour. All electric lines were represented. A committee of three will

**Perfect Peace.**  
HOMESTEAD, Pa., July 12.—At a late hour last night perfect peace and order prevailed at Homestead. The streets were almost deserted and the busy man-

facturing town had taken on the appearance of a country village. One reason for this is that most of the population retired at an early hour to be up by sunrise to participate in the reception ceremonies to the militia, who are expected to march into the city at any time. The bands held a rehearsal last evening and determined upon the tunes

**No Opposition to Diaz.**  
CITY OF MEXICO, July 12.—The election yesterday was perfectly quiet throughout the country. The magistrates of the supreme court, senators and congressmen elected are unani-

**KILLED BY A GARZA REBEL.**  
RIO GRANDE CITY, Tex., July 12.—  
News has been received here that one  
of Lieut. Laughorne's scouts was shot  
and killed yesterday by one of Garza's

men.